



# RESILIENCE, ADAPTABILITY AND WELLBEING A FRAMEWORK FOR ORGANISATIONS



We've designed this framework from over 30 years experience working with purposeful organisations, to create cultures that enable people to thrive. Working out where to begin with better employee wellbeing, can feel daunting. We recommend that you use this framework to locate where you are and where you hope to be. The check list on the back page will help you get clearer what you might need to prioritise.

## 2. BUILDING THE FOUNDATIONS

### WHAT'S BEING NOTICED?

Concerns around exposure and reputation, a sense of not knowing if the organisation is being exposed to risk  
More people leaving the business or taking time off due to stress  
Organisation experiences a wake up call through an employee incident e.g. suicide  
A sense that other companies are doing more and the organisation could be left behind

## 1. REACTIVE

### WHAT'S BEING NOTICED?

Deny there's an issue  
People are over reacting  
It's not our job to fix that (go to GP, family etc)

## 6. THINKING CO-CREATIVELY

### WHAT'S BEING NOTICED?

Level of consciousness beyond organisations profits  
Genuine concern for planet and responsible leadership  
Multi sector organisations reaching out to collaborate and pool resources for shared benefit  
Disruption rife as markets erode and technology forces change

## 5. EMBEDDING A CULTURE

### WHAT'S BEING NOTICED?

There's a genuine shift to people first, profits follow  
There's a more collaborative co-creative energy to where next  
Greater focus on continuous learning around ways of working  
Vision, purpose, values and people aligned  
Quality of relationships core to success of the organisation

## 3. DEVELOPING MANAGERS

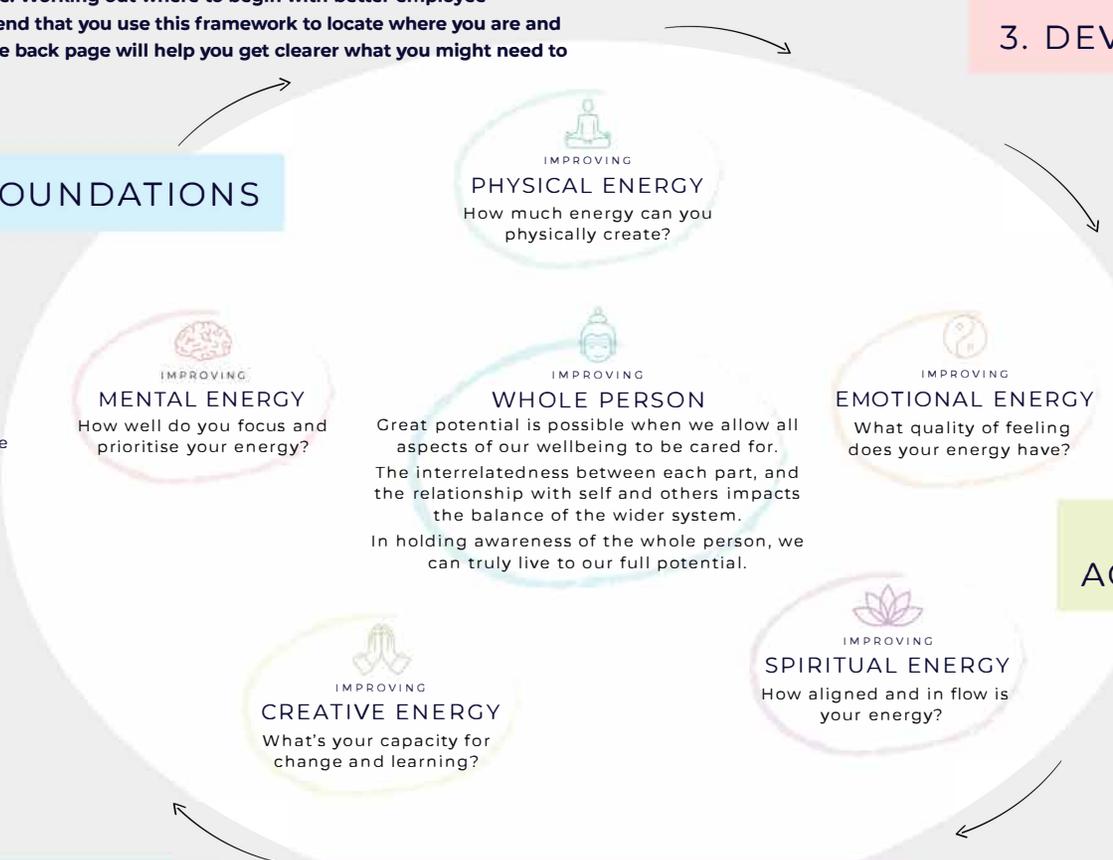
### WHAT'S BEING NOTICED?

Managers are struggling as they face more difficult conversations on mental health and don't feel they have the tools to respond  
Pushback from managers about the level of change, uncertainty and resource  
Managers feeling the pressure of responsibility as more employees speak out about mental health concerns  
More complaints from staff about lack of Manager support  
More employees declaring they have mental health conditions and requesting additional support

## 4. THINKING & ACTING STRATEGICALLY

### WHAT'S BEING NOTICED?

Senior Managers showing more of an interest as they realise better employee wellbeing impacts business positively  
Managers are leaving due to burnout and stress  
Noticing competitors being proactive in their approach to creating great places to work  
Employees leaving to work in places where better wellbeing in place  
Noticing the workforce is changing and demanding different employee experience - eg younger generation more demanding of work life balance



**IMPROVING PHYSICAL ENERGY**  
How much energy can you physically create?

**IMPROVING MENTAL ENERGY**  
How well do you focus and prioritise your energy?

**IMPROVING WHOLE PERSON**  
Great potential is possible when we allow all aspects of our wellbeing to be cared for.  
The interrelatedness between each part, and the relationship with self and others impacts the balance of the wider system.  
In holding awareness of the whole person, we can truly live to our full potential.

**IMPROVING EMOTIONAL ENERGY**  
What quality of feeling does your energy have?

**IMPROVING CREATIVE ENERGY**  
What's your capacity for change and learning?

**IMPROVING SPIRITUAL ENERGY**  
How aligned and in flow is your energy?

To find out more about how we can help you to create a great place for your people to work, call 01937 541700 or lise@oasishumanrelations.org.uk